

*Forward thinking*  
Straight talking

*Gender pay gap  
report*

April 2022

For data as of 5 April 2021

Gateley



## *Gender pay gap - what is it?*

Gender pay gap reporting is based on government methodology focusing on the difference in average pay between men and women in an organisation.

It is important to remember that gender pay is not the same as equal pay. Whilst it is true that both deal with the disparity of pay women receive in the workplace, they are different and should not be confused.

Equal pay means that men and women in the same employment performing equal work must receive equal pay. At Gateley, our remuneration is based on the appropriate level of experience someone has for the job role they are performing and not their gender. We are confident we pay men and women equal pay for performing equal work.

Gender pay measures a very different metric – it is a measure of the difference between men and women’s average earnings across the entire organisation regardless of their job role.

Across the UK economy and society as a whole, men are still more likely than women to be in senior roles and therefore earn more. Most organisations will therefore have a gender pay gap. At Gateley, we are committed to achieving a diverse workforce and have implemented a number of initiatives to ensure that all of our talent receive the support they need to achieve their career ambitions. For our female talent this includes specific initiatives designed to ensure they have the support and confidence needed to reach their full potential. Further details are included in the report below.

### **Why is our gender pay gap different to other top 50 UK law firms?**

Gateley was the first UK law firm to float on the Alternative Investment Market of the London Stock Exchange back in 2015. As a result, we have a “plc” company structure and therefore no longer have equity partners.

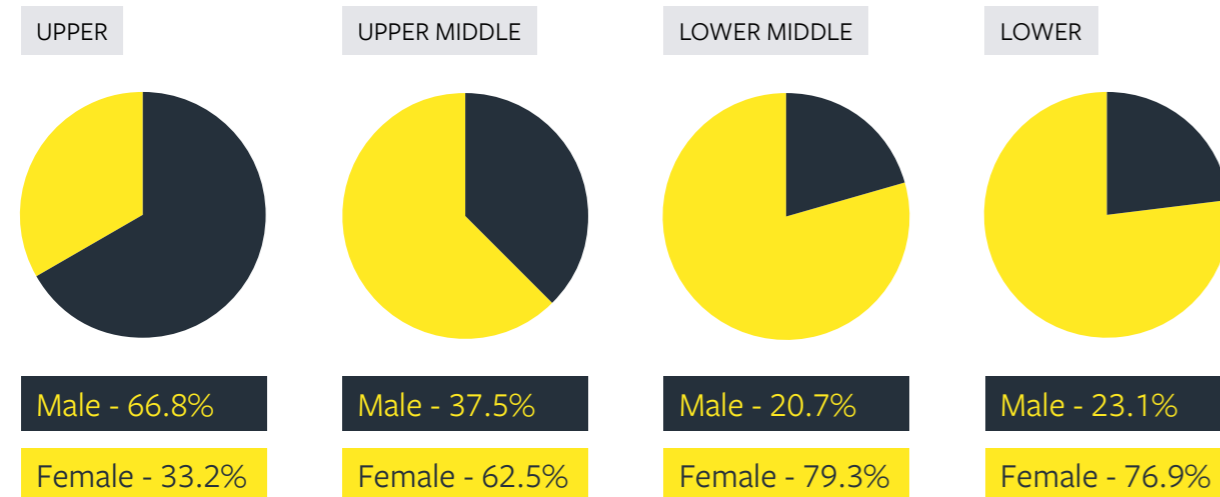
All of our partners are employees and therefore their remuneration is included in our gender pay gap data. Other law businesses have excluded their partner data because they are allowed to do so under the legislation.

We are positive about including our partner data because we are comfortable with being completely transparent. We have nothing to hide. We have, however, also included our data excluding partners so that we can show how we compare with other law firms. We believe that all law firms should be required to include the remuneration of their entire workforce, including partners, so that organisations across the sector are comparing “like for like”.

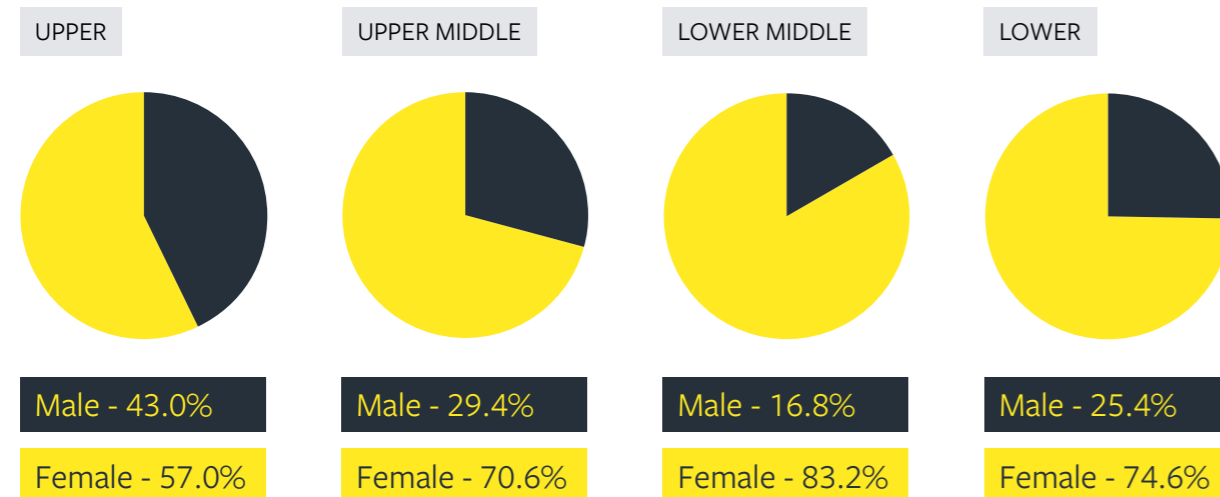
# Our *gender pay gap statistics* for April 2021

## Pay quartiles

Including partners:

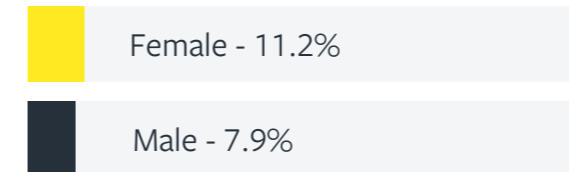


Excluding partners:

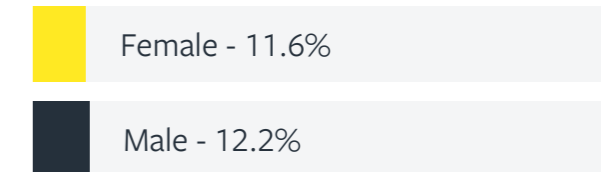


## Bonuses received

Including Partners:

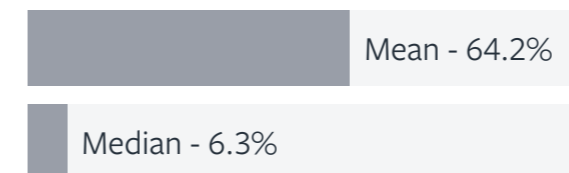


Excluding Partners:

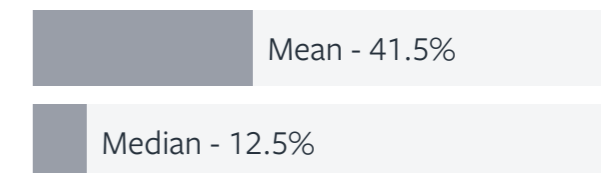


## Bonus gap

Including Partners:

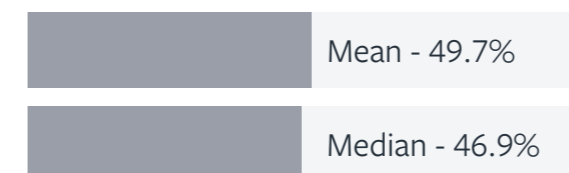


Excluding Partners:

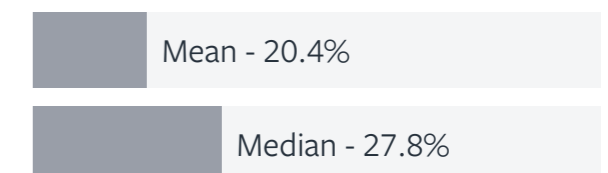


## Hourly rates

Including Partners:



Excluding Partners:



# Our results *explained*

Our pay gap and bonus gap exists primarily because we have a higher proportion of male partners than female. Conversely, a high percentage of women fall into the lower middle and lower pay quartiles which is due to the number of secretarial, administrative, paralegal and junior support roles we have in the business. Such roles are at the lower end of our pay scales and are predominantly occupied by women. This statistic is representative of the legal and professional services sector as a whole.

## Changes from the last data reported in respect of April 2020

The period covered by this report includes the snap-shot date of 5 April 2021 and the preceding 12 months (April 2020 – April 2021). The global coronavirus pandemic started to impact businesses in or around March 2020. As a result of the pandemic, we implemented a range of measures to protect the business in the early part of the pandemic when trading conditions were uncertain. The results in this report, in some areas are therefore unusual and we explain why in more detail below:

### Hourly Rates

There are no material changes in the data for this reporting period compared with the previous year. This is because one of the measures we implemented in April 2020 to mitigate the impact of the pandemic was a salary freeze across the business. The salary freeze remained in place until 1 May 2021 and therefore there are no significant changes to the mean and median hourly rates compared with the previous year.

### Bonuses received

There is a significant reduction in the proportion of both men and women that received a bonus in this set of data compared with the previous year:

Year	% of employees including partners received a bonus	% of employees excluding partners received a bonus
2020	70% of men 66% of women	64% of men 64% of women
2021	8% of men 11% of women	12% of men 12% of women

This is because one of the measures implemented as a response to the coronavirus pandemic, was to temporarily suspend our discretionary bonus scheme. As a result, no discretionary bonuses were awarded in the twelve months leading up to the snapshot date of 5 April 2021. Bonuses that were awarded in that period were paid to long serving employees as part of our loyalty recognition scheme.

### Bonus Gap

In terms of our bonus gap, the figures are distorted for this data set. This is because whilst our discretionary bonus scheme did not operate, contractual bonuses were paid to two individuals which fell outside of the discretionary scheme. Both individuals happened to be male. If the contractual bonuses are excluded from the data, the mean bonus gap for the year drops to 1.42% including partners.

### Pay Quartiles

Given the pay freeze implemented as a response to the pandemic, there has been little movement in the pay quartiles from the previous year.

One third of our cohort in the upper quartile are female if you include partners in the data. This rises to 57% if you exclude partners. 20% of our partners are women and 28% of our board members across our holdings, strategic and operation boards are female. We are committed to supporting our female talent into senior positions within the organisation and it is encouraging that in the upper middle quartile 62.5% are women including partners and 70.6% are women excluding partners. Our challenge is to increase the number of women in the upper pay quartile. We are confident that the initiatives we have implemented across the business are helping our females to develop their careers through to senior positions.

These include our:-

- Women in leadership scheme;
- Senior female mentoring programme;
- Quarterly maternity/parental leave sessions, including group coaching for those about to commence or return from a period of parental/family leave; and
- Menopause awareness strategy aimed at raising awareness and ensuring support for women experiencing the symptoms of menopause.



**28%**  
of our board members  
across our holdings,  
strategic and operation  
boards are female

# A diverse & inclusive business

We are proud to have gold status as part of the Law Society's Diversity and Inclusion Charter and to be part of the Stonewall Diversity Champions Programme to support the LGBTQ+ community in our business. We have four internal networks helping us to implement our diversity and inclusion strategy, Inspire, Thrive, Pride and Unity. Our network groups remain pivotal in implementing initiatives right across the Gateley Group to ensure that we are creating an inclusive working environment for all.

**pride** 

Our **Pride** group helps to raise awareness of LGBT+ issues across Gateley and to develop and maintain relationships with external LGBT+ groups and networks.

**inspire** 

Our **Inspire** group has been set up to nurture, develop and provide support to all of our talent across Gateley, enabling our people to carve the careers they want.

**thrive** 

Our **Thrive** network supports the health and well-being of all employees and to support our people to take care of themselves and those around them.

**unity** 

**Unity** recognises, celebrates and supports employees from all different cultures, religions, backgrounds and those with disabilities.

Our purpose is to deliver results that delights our clients, inspire our people and support our communities. We know that we will only achieve our strategic ambitions of diversifying, differentiating and incentivising by being forward thinking, straight talking and continuing to ensure that we have a culture where all employees can be supported to reach their full potential.

We are committed to continuing to develop our diversity and inclusion strategy and work towards our Levelling Up Goals as part of our Responsible Business Strategy. For further information on this please see our Responsible Business Report 2021 on our website.



Feedback from some of our female talent:

*"I just wanted to drop you a note about the Women in Leadership - Making it Work training to say thank you. It was so helpful to be given the space to define my priorities now that I am a working mum and to be able to get some help in managing the expectations I have of myself and how to communicate effectively with those around me to manage boundaries and to give me the support I need"*

*"The mentoring has been so helpful. Having a more senior woman to speak to that has been highly successful in her career and had a child has been inspirational and more useful that I could have imagined at the outset. It gave me the confidence to go for a promotion and my mentor supported me throughout giving me homework and goals to work on outside of the mentoring. Thank you."*

*"The investment in my maternity coaching was so welcome. It made returning to work feel so much smoother than after a previous pregnancy. I felt more prepared and in control"*

*The menopause session was really informed and informative and it was great to have a conversation about this and hear other people's experiences. It's not always easy to speak to male colleagues about this subject so it was good to see some men in attendance and getting involved in the conversation. Thank you."*

**I confirm that the data analysed and presented in Gateley's Gender Pay Gap report is accurate.**

**Victoria Garrad**  
Partner & Group HR Director



